

## INSIDE

Boeing recognizes importance of technical careers: 15 top scientists and engineers named Associate Technical Fellows. See Page 8.

# BOEING NEWS



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Delta Air Lines employees in Seattle for delivery of the 500th 757 last Friday — the carrier's 79th — pose with a banner expressing their regard for Boeing. At the foot of the boarding steps, holding the key to the new twinjet, is Harry

Alger, Delta senior vice president for Operations. The 757 will enter service in a route system across the continental United States, to Alaska, and soon to Costa Rica, Guatemala and Venezuela. — photo by Jim Coley

## 'Boeing is great'

### Spirit goes on with 500th 757

**D**elta Air Lines, operator of the world's largest fleet of Boeing 757s, flew away last week with the 500th to be delivered — just a month before the 10th anniversary of the 757's first delivery.

"The 757 is a tribute to the great people of Boeing, as far as engineering, innovation and spirit," said Harry Alger, Delta senior vice president for Operations, during the delivery ceremony.

"Spirit," Alger noted, was the name of the first 767 for Delta, which he "was privileged to take home." That was in 1982.

The new 757 is a "continuation of that spirit," he said.

Friday's delivery gave Delta its 79th 757. The carrier has nine more on order.

Delta's standard-width 757s are operated with a large fleet of wide-body 767s — 50 in service and nine more on order — on routes throughout the continental United States, including Alaska, and soon to Costa Rica, Guatemala and Venezuela. Because 757s and 767s have a common type rating, pilots rated on one also are certified to fly the other.

The first 757 delivery, in Decem-

## Carter: 'CQI must prevail at Boeing'

**"I**f we don't proceed and continue on the road to Continuous Quality Improvement, in the latter part of this decade or in the early part of the next century, it is my belief we will no longer be a pre-eminent provider of aerospace products and services."

That warning came from Art Carter, Boeing vice president of Continuous Quality Improvement,

during a visit to Huntsville, Ala.

Explaining the concept and challenge of CQI for employees, Carter said:

"Quality is meeting or exceeding customer expectations at a cost that represents value. Now you can enhance that definition, put some adjectives with it and say internal customers, external customers; you can talk about hardware, software; service; you can talk about repeat-

ability and predictability. But fundamentally, quality is meeting or exceeding customer expectations, at a cost that represents value.

"CQI is a management system and a philosophy," he said. "It is the way we want to run Boeing. It involves everybody in the work force: management, non-management, represented work force and non-represented work force.

"It is looking at how we think

Boeing has to work in the latter part of this decade and the early part of the 21st century in order to be competitive. It envisions a permanent change overall in the way we manage The Boeing Company. It is not a destination, it is not a trip. It's a never-ending journey."

Carter said the companywide impetus for CQI began in 1988,

See CARTER, Page 2

## New painting process protects environment

### Project by Everett team means savings

**W**ith cooperation and ingenuity, Boeing has implemented a new painting process that replaces solvent-based inks with more environmentally friendly water-based inks used for interior panels on all Boeing jetliners.

The environmentally sound and less costly process means savings for airline customers. It resulted from an effort teaming the Everett Division Interiors silk-screen employees and Manufacturing Research and Development (MR&D)

department, with Pennsylvania's Lehigh University.

"We developed the water-based inks over about five years," said Jim Higman, operations technology manager for the Interiors group.

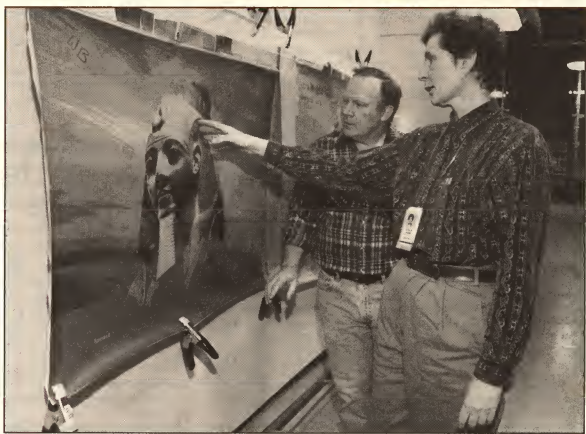
"Our toughest challenge was to develop a water-based ink that would adhere to plastic."

The testing was meticulous and methodical, according to Joyce LaGow, MR&D technician.

"A long line of inks were developed and tested," she said. "Some dried too fast, clogging the screens used to print the airlines' color schemes on sidewalls. Others didn't dry fast enough, or would not adhere."

A detailed chemical analysis had to be conducted on plastic material used to coat the interior panels.

See INKS, Page 2



Boeing technicians Darwin Jenner, left, and Joyce LaGow examine a recently painted decorative panel silk-screened

for the interior of an EgyptAir 767. The panel was printed with water-based ink that is environmentally "friendly."



## Name, address records must be up to date to get W-2 pay forms

To avoid delay in preparing income tax returns next year, employees are urged now to make sure their names and home addresses on record with the company are correct.

Correct names and addresses are important, according to the Payroll Tax Administration and Accounting office of Boeing Support Services, because they may make a difference in an employee's promptly receiving a W-2 form.

W-2 forms, which show an employee's wages and taxes paid for the year, are needed in preparing income tax returns. The forms are sent in mid-January to employees' regular paycheck locations. If employees cannot be reached at their regular paycheck locations, the W-2 forms will be sent to their home addresses on record with the company.

The correctness of names and addresses on record with the company can be checked by referring to a paycheck. Names and addresses on the paycheck are those on record with the company.

To make a name or address change, employees may obtain a "Name Change Notice" or "Address Change Notice" from personnel representatives or shop clerks.

Completed name change notices should be returned to "Name Change" at Mail Stop 7E-CF for Seattle, K03-21 for Wichita or P28-11 for Philadelphia. Completed address change notices should be returned to a personnel representative.

The deadline for returning name or address changes is Dec. 18.

The Payroll Tax office offers the following answers to tax-related questions frequently asked as tax return time approaches.

**Q: What am I currently claiming on my Form W4, the Employee's Withholding Allowance Certificate?**

A: This information can be found on your paycheck stub. Look in the Taxes/Exemptions area of the stub for the "Federal Withholding" line, where 500x or 000x are indicated.

"5" means an employee has claimed single status and "M," married status. The space indicated here by "x" is for the number of exemptions claimed. 5001 on the paycheck stub, for instance, means a single person with one exemption.

**Q: Where can I get a new Form W4?**

A: At a pay window, personnel office or from your timekeeper.

In filling out the form, make sure to complete it:

Q: I was on temporary assignment in another state, which has income tax, and I will have to file an income tax return for that state. Where can I get the state tax return form?

A: State tax return forms and instructions can be obtained from the particular state's department of revenue or by sending a request to "State Return," mail stop 9C-56. In the request, identify the state for which the return form is needed, whether you will be filing as a resident or non-resident of that state and your name and mail stop.

State tax return forms will not be available in the Payroll Tax Office until the end of February 1993. Requests received before then will be kept on file and filled when the forms are available.



"Quality is meeting or exceeding customer expectations at a cost that represents value," Art Carter, Boeing vice president of Continuous Quality Improvement, told Boeing employees

in Huntsville, Ala., during a recent visit there. Quality is not a destination, it is a "never-ending journey," Carter emphasized during meetings with several groups of employees.

## Meet customer expectations

### CARTER

From Page 1

when Boeing Chairman Frank Shrontz and about two dozen of his senior managers fashioned a mission along with related goals and objectives for the corporation.

"They said, 'We want to be the No. 1 aerospace company in the world, and we want to be considered among premier industrial firms measured by three things: quality, profitability and growth.'"

Carter said quality would be measured by customers, employees and the communities in which Boeing does business.

Profitability would mean a 20-percent return on stockholder equity, on average, and annual real growth of 5-percent, on average, based on sales.

"And with that there were some objectives to support these goals: continually improve our products and our processes; maintain a highly skilled and motivated work force; a capable and focused management team; technical excellence; financial strength; and a commitment, always, to integrity."

Detailing the importance of CQI, Carter said the only thing certain about the defense business is that investment by the federal government is going to be less, growth in space business will be modest, if at all, and competition will be much more intense.

"Those who prevail will be the people who meet customer expectations at a cost that represents value," he said.

On the commercial side of the business, Carter said, Airbus already has evolved as a formidable competitor; the Taiwanese already are making overtures to build airplanes; the Japanese can build airplanes; and the largest commercial fleet in the world is in the former Soviet Union.

"So we are talking about a new competitive world, a world where we, the USA, are no longer the largest economic market."

**"Fundamentally, quality is meeting or exceeding customer expectations, at a cost that represents value."**

"If we are going to prevail and grow in this world, we have to be competitive globally," Carter said. "CQI is an essential requirement for competitiveness." he said. "Being competitive leads to profitability, which encourages the investment required to remain competitive. But perhaps more of interest, CQI, competitiveness and profitability lead to jobs—and ultimately to our quality of life."

Carter said there are other reasons why CQI is necessary:

"We've looked at world-class Japanese companies. We've looked at European companies that are

### OBJECTIVE:

*Continuous improvement in quality of products and processes.*

among the best. We've looked at outstanding companies in the United States. We've studied these 'best of the best' companies with respect to their management practices and principles. From these studies, we've concluded that CQI is critical to our future competitiveness."

Carter said that while there were many great things happening in Boeing across the board today in all four of the operating groups, he'd like to see the institutionalizing of CQI growing much faster—and he'd like to see a management team more capable of coping with the accelerated pace.

"But even with my concerns and my frustrations, we are a much different company than we were 10 years ago," he said. "We've made progress in defining and improving processes. We are handling employee stabilization much better than we were. We are handling suppliers and dealing with our work force much better than we were. We have made significant strides, but we have a long way to go."

"Trying to convey to everybody in the work force the things that we have learned in looking at world-class corporations; making the commitment to change; preparing for a much more competitive world—in my estimation these are some of the most impressive things we have ever undertaken." ■

## 757's versatility noted

### DELTA

From Page 1

ber 1982, was to Eastern Airlines. Ron Woodward, Boeing Commercial Airplane Group vice president and general manager of the Renton Division, where the 757 is assembled, commented during the ceremony on the twinjet's fuel-efficiency, passenger comfort and quietness, and particularly on its versatility.

"It was designed to fly short routes as well as long routes efficiently," Woodward said.

He gave an example of how the 757's versatility is used at Delta, on Flight 977:

"In the morning, this flight flies a short trip from Washington, D.C., to Atlanta, then picks up passengers for a midday transcontinental flight from Atlanta to San Francisco."

The 757 is certified to fly 180-minute extended-twin operations, Woodward noted. This means it can fly routes that are up to three hours of single-engine flying time from alternative airports.

It is the only standard-body twin-

jet that can fly at 42,000 feet, allowing direct paths above weather and traffic congestion on longer routes.

Continuing refinements of the 757 would keep it in production at least until he retires, in 2008, Woodward noted.

One new feature under study for the 757 is a flexible interior, where seats, galleys and lavatories can be rearranged quickly to match passenger demands on different routes.

Depending on seating, 757s can carry from 175 to 231 passengers. The 757 delivered last week to Delta will seat 182 passengers in a two-class configuration.

The wide-body 767 seats up to about 260 passengers, depending on model and seating configuration.

With 78,000 employees and more than 550 aircraft, Delta is one of the world's largest airlines.

Besides 757s and 767s, Delta also operates Boeing 727s and 737s, Airbus A310s, Lockheed L-1011s, and McDonnell Douglas DC-9s, MD-88s and MD-11s.

In all, 789 757s have been ordered, from 39 customers in 18 countries. ■

### INKS

From Page 1

"Finally," she said, "an ink was developed with perfect properties."

Higman said the new ink greatly reduces the amount of volatile organic compounds released into the air—by an estimated 115 tons a year.

"People tend to think that anything that's environmentally sound is going to cost more money," LaGow said.

"With this product, there will be a cost savings. And, we will no longer have to pay to treat the haz-

ardous waste, and no longer have to buy solvents to clean screens."

The savings ultimately are passed on to the customer, said Larry Staiger, Interiors manager.

The new ink will gradually be introduced into existing production lines, but has already been used for some of the first 777 interior parts produced. ■

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**BOEING**

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## 737 is a first for new CIS

This Boeing 737-400, shown in the livery of Air Ukraine International, became the first Boeing aircraft to be delivered to a republic of the Commonwealth of Independent States. The aircraft was acquired by Air Ukraine through a leasing arrangement with GPA Ltd. In Air Ukraine's configuration, it seats 150 passengers in a two-class "flexible-interior" layout. For details, see below. The second part of a two-part series on doing business in the republics of the former Soviet Union will be found on Page 7.

—photo by Randy O'Bear

## Reported Elsewhere

### U.S. airlines lose \$250 million

The U.S. airline industry has reported third-quarter losses of \$250 million, according to the Journal of Commerce. Using figures from the Air Transport Association, the Journal said that by year's end the airline industry will have lost \$8 billion between 1990 and 1992. U.S. airlines stand to lose at least \$2 billion this year.

### McDonnell signs pact with Beijing

McDonnell Douglas has signed a \$1 billion contract to build MD-90 jets in joint production with China, according to The Journal of Commerce. Douglas and Shanghai Aviation Industry Group will build 40 of the 150-seat jets, worth \$1.1 billion, by the end of the century. Negotiations are under way for joint production of another 130 planes. The MD-90s would be used on main air routes in China.

### London access talks stymied

Negotiators for the United States and United Kingdom have made no progress on the issue of increased U.S. access to London airports, according to Aviation Daily. While the British may be flexible on allowing U.S. carriers to serve regional airports, they are fighting attempts to increase access to London beyond current levels.

### South Korea turns to Russia

Russia and South Korea could become a serious threat to the aerospace market if a technology deal signed between the two countries goes as planned, according to Aerospace Daily. The tentative pact calls for a two-way technology transfer between the two countries, involving everything from aircraft design to techniques for working with sophisticated materials and using lasers in manufacturing. The agreement would bring together Russia's vast market and wealth of raw materials and Korea's technical and manufacturing prowess. There are some caveats to the proposed agreement, the Daily warned. Some analysts claim that the Russia now reaching agreements with Korea will not be around in a few years' time.

### Trade war worries growing

The aerospace industry makes an effort to heal wounded trade relations, according to Aerospace Daily. Clashes over basics, like wheat or oilseeds, could provoke the latest blow to the aerospace industry, the Daily said. Across-the-board tariffs, or more subtle non-tariff barriers erected in the name of unifying Europe, could bite deep into aerospace products. The reason is that those products are increasingly international in content, with incomplete equipment being shipped from one country to another. The trade-barrier problem is worse than in cars, an analyst told the Daily, because cars cost less and suppliers don't finance the end product as much as aerospace suppliers do.

## Plan retirement with video

The Prime Time Retirement Planning Package answers common questions about lifestyles, health issues, home options, legal matters, Social Security, financial planning and the Boeing Retirement Plan.

The video-workbook package is intended to supplement ongoing retirement seminars or provide primary information when a seminar is not available. The package is available through an \$18 payroll deduction.

Employees in Wichita wishing a copy may call the Careers Center, Learning Center North, at 523-6144.

Philadelphia employees may contact Warren Purdy at 591-2728.

Puget Sound employees may submit a payroll deduction card to a nearby learning center. Employees at all other locations should contact their personnel representatives.

## HOTLINE • HOTLINE • HOTLINE

CORPORATE OFFICE OF BUSINESS PRACTICES  
655-1500 OR 1-800-843-5003

MAIL STOP 14-14

## 737-400s delivered to Air Ukraine

### Airline is first in CIS to fly Boeing aircraft

**A**ir Ukraine International is the first airline within the Commonwealth of Independent States to take delivery of a Boeing aircraft.

The aircraft, a Boeing 737-400 acquired through a leasing arrangement with GPA Ltd., departed Boeing Field for Ukraine Nov. 17. It had been delivered to Air Ukraine from GPA Nov. 2.

The airline took delivery of a second -400, also from GPA, Nov. 13. Both aircraft will be used to develop a network of international air connections from Kiev, the capital city of Ukraine, to Amsterdam, Berlin, Frankfurt, London, Milan,

Paris and Vienna.

"The Boeing 737-400 will provide Air Ukraine International the means to offer a standard of service that will match that of top-quality competitors," said Leonid V. Pogrebnjak, Association Air Ukraine general director.

"The rapid development of a modern international air service from Kiev is required to meet growing competition from foreign carriers," Pogrebnjak said.

"We are pleased with the presence Boeing aircraft are acquiring in the republics of the Commonwealth of Independent States," said Borge Boeskov, vice president of

International Sales, Boeing Commercial Airplane Group.

"The relationships we are establishing with emerging airlines are ones that can be built on in the years to come," Boeskov said.

The -400 is the largest of the three models of 737 currently in production and can accommodate 146 to 168 passengers, depending upon a carrier's configuration.

As arranged for Air Ukraine, the aircraft seats 150 passengers in a two-class "flexible interior" layout.

To date, 37 customers have ordered a total of 418 Boeing 737-400s. ■

## Certain distributions from Boeing plans subject to tax withholding as of Jan. 1

**E**mployees and retirees who receive certain distributions from Boeing retirement and savings plans on or after Jan. 1, 1993, will have a mandatory 20-percent tax withheld from the taxable portion of the distribution unless it is directly rolled over into another retirement savings plan, such as an individual retirement account (IRA) or a 401(k) plan of another employer.

Effective Jan. 1, the Voluntary Investment Plan (VIP) and the Financial Security Plan (FSP) will be amended to permit direct rollovers. Also, individuals should note that they cannot receive distributions from these plans unless they meet specific eligibility requirements.

As of Jan. 1, employees and retirees will have two options for rolling over their distributions. These options are:

#### Direct rollover

Employees and retirees will be able to request that the VIP Office make a direct rollover of all or a portion of their eligible distribution from the VIP or the FSP to another retirement savings plan, such as an IRA or another employer's 401(k) plan. The non-taxable portion of the distribution will be paid to the individual.

By electing the direct rollover, the distribution will not have taxes withheld.

#### Payment made directly to the employee or retiree

An employee or retiree also may have the eligible distribution paid directly to him or her. Employees and retirees who choose this option will receive their distribution minus 20-percent withholding of the

taxable portion.

If the payment is received before the employee or retiree reaches age 59-1/2, he or she may have to pay an additional 10-percent tax when filing his or her personal income tax return.

Individuals who choose this option have 60 days to roll the distribution over into another retirement savings plan. The amount rolled over will not be taxed until it is later withdrawn from the IRA or the other employer's plan.

However, if the employee or retiree wants to roll over 100 percent of the eligible distribution to the IRA or other employer plan, he or she must replace the 20 percent that was withheld. If an employee chooses to roll over the 80 percent he or she received, he or she will be taxed on the 20 percent that was withheld and not rolled over.

Almost all taxable distributions are eligible for rollover except certain distributions, such as annuities paid over one's life or life expect-

ancy, installments paid over 10 or more years, and required minimum distributions for individuals over age 70-1/2.

Employees and retirees should note that the federal law also states that if an employee or retiree rolls over any distribution from the VIP, FSP or any other Boeing qualified profit sharing plan, he or she will not be able to use special averaging or capital gains treatment for any later payments from these plans.

Individuals requesting eligible distributions from the VIP and FSP will receive tax information, including an explanation of the rollover options, on the back of their distribution request form.

Employees and retirees who are eligible and would like to receive a distribution before the end of the year must complete and return the appropriate forms to the VIP Office by Nov. 30.

For further information about the new law contact the Corporate VIP Office at (206) 662-4000. ■

## Here comes the holiday

Normal Boeing operations in the Puget Sound area will cease for the Thanksgiving holiday beginning the end of second shift Wednesday, Nov. 25, and continuing through Sunday, Nov. 29. Normal operations will resume the beginning of third shift early Monday, Nov. 30.

Paychecks normally distributed on Thursday next week will be distributed on Wednesday.

Boeing cafeterias and food plazas will have reduced service and close earlier than usual or be closed entirely on Wednesday, Nov. 25, and will be closed Thursday, Nov. 26, and Friday, Nov. 27. Specific locations should be checked for actual closing times.

The Boeing Employees' Credit Union will be closed Thanksgiving Day but will be open Friday, Nov. 27.

The Boeing Surplus retail store will be closed Thursday, Nov. 26, through Monday, Nov. 30, reopening for business Tuesday, Dec. 1.

The next Boeing News will be distributed Friday, Dec. 4.



# Club Activities

## Everett volleyball registration under way

Team registration has begun for the Everett Volleyball Association's 10-week winter season, which begins in January. Openings exist in coed and open leagues in competitive and recreational divisions. Eligible players include Boeing employees, retirees and spouses and customer, vendor and government personnel possessing a Boeing badge. Cost per team is \$140. For team or individual registration forms call Recreation, 342-5000.

## Men's, women's basketball leagues open

The men's and women's basketball leagues in Seattle and Everett still have openings for the winter league. Cost is \$275 per team. To register for the Seattle league, call 655-1941. Deadline is Nov. 25. To register for the Everett league, call 342-5000. Deadline is Dec. 4.

## 'Entertainment '93' books still available

"Entertainment '93" coupon book sales are continuing by payroll deduction at the Everett, Oxbow and Kent activity centers. The books contain two-for-one offerings at restaurants; fast-food chains; local arts, sports and cultural events; and hotels, including in Canada.

## Big-band dances scheduled

The Big Band Dance Club will sponsor a Christmas dance 8 p.m. Dec. 11 at the Kent Activity Center. Music will be by the "Joe Mondo Band." A New Year's-style dance will be held 8 p.m. Jan. 8 at the Kent Activity Center. Music will be by "Satin Sounds." Cost for either dance is \$5 for member couples and \$8 for non-member couples. Tickets will be sold at the door. Singles are welcome. The club will teach the swing, waltz, fox-trot, samba, rumba and cha-cha in classes at 5:30 p.m. beginning Jan. 10 at the Edmonds Senior Center and 7:15 p.m. beginning Jan. 15 at the Kent Activity Center. Class costs are \$3 per person per lesson for club members and \$3.50 for non-members. Singles are welcome. Pre-registration is not required. For information call John DeJong, 544-8660, or Roger Moden, 237-7244.

## Free scuba class for youths

The Everett branch of the Scuba Club will hold a free introduction to scuba-diving class for youth 12 and over, from 8:30 to 10:30 p.m. Nov. 25 at Underwater Sports, 205 E. Casino Road, Everett. The introduction will include a slide presentation on diving in the Northwest and a film on the use of scuba equipment. Participants will have the opportunity to use scuba equipment in a heated pool under the close supervision of qualified instructors. Parents are welcome to attend and use scuba equipment, free, with their children. To register call Underwater Sports, 355-3338. For information call Jim Beem, 743-5238, between 3:30 and 9:30 p.m.

## Photo society to host guest speakers

The Photographic Society will host "A Day with the Hudsons," a behind-the-scenes look at a state-of-the-art portrait and wedding studio, 7 p.m. Nov. 24 at the Kent Activity Center. Bruce and Sue Hudson will tell how they got started in photography, types of photography they do and an example of a typical day. They will discuss studio layout, equipment, film and lab services. For information call Walt Lorenz, 237-1931.

## 4X4 Club seeking members

The 4X4 Club is searching for members. Interested participants may attend the club meeting 7 p.m. Nov. 24 at Izzy's Pizza, Fozem Lake, and the outing Nov. 28 at Ravensdale. Both events are open to Boeing employees, retirees and families. Scheduled outings may include Evans Creek, Walker Valley, Wickham and Liberty. For information call Robert George, 237-0808 or 941-8542.

## Racquetball tourney deadline Dec. 2

The entry deadline is Dec. 2 for the Winter Classic Racquetball Tournament Dec. 9 through 12. The tournament offers singles and doubles competition in all levels of ability. To register call 393-8555.

## Ski instructors needed

The Ski Club has openings for ski school instructors. Training begins in December for lessons beginning in January. Deadline to sign up is Nov. 25. For information call Aileen, 232-5036.

Unless otherwise noted, club participation is open to all Boeing employees, retirees, spouses and dependents, and vendor, customer, contract and government personnel. Call the Oxbow Activity Center, 655-1941, or the Kent Activity Center, 393-8161, for Seattle programs. Call the Everett Activity Center, 342-5000, for Everett programs. The activity centers and recreation programs are managed by Boeing Recreation, part of Boeing Support Services.

## TRAVEL

Down to all Boeing employees, retirees, their families and guests, without dues or membership requirements. Prices are per person, double occupancy, and generally include air fare and various taxes. Tours may be escorted by tour conductors whose costs may be different.

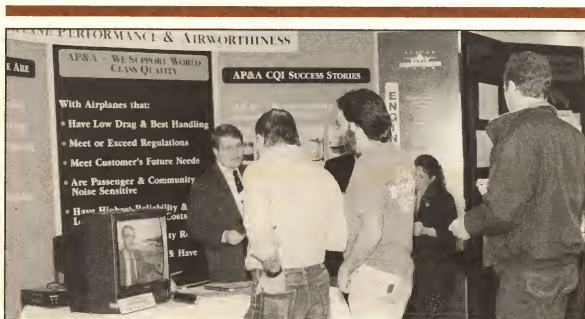
**DISNEYLAND** — Three nights, rental car, air fare, from \$363.  
**DISNEY WORLD** — Seven nights, rental car, air fare, from \$363.  
**CARIBBEAN CRUISE** — Christmas cruise to the Caribbean, depart Dec. 16, 11:45 January departures for 7-day cruises to Mexico, including air fare, \$945.  
**PRINCESS CRUISE** — January departures for 7-day cruises to Mexico, \$924.  
**ROYAL CRUISE LINE** — Two-week springtime cruise to Japan and China, including air fare, \$3,325.  
**CRUISE IN THE SPRINGTIME** — March 16 to 25. Eight nights, sightseeing, bus stops and more, from \$1,123.  
**CELEBRITY CRUISES** — Early December departures, 7 nights, from \$1,000.

For information, Member Travel Travel, Boeing online and our desk, 232-1431. From Everett, 342-5000. Prices subject to change. For resort members on special values for Boeing, call 238-1944.

**NORTHERN AND EASTERN HISTORICAL GERMANY** — Six days, from \$1,300.  
**CHINA** — Seven days, from \$1,789.  
**HONG KONG AND HANKOW** — Nine days, from \$1,335.  
**AUSTRALIA** — Sydney, 10 days, from \$1,511.  
**RUSSIA IN CENTRAL AMERICA** — Six days, from \$864.  
**SAN JOSE, COSTA RICA** — Central America, 6 days, from \$736.  
**TURKEY** — From \$495.  
**SAN FRANCISCO** — From \$340.  
**PALM SPRINGS** — From \$300.  
**SAO PAULO** — From \$495.  
**CHRISTMAS IN THE COCA ISLANDS** — Eight days, from \$1,275.  
**CRUISE HOLLAND AMERICA** — Six days, from \$1,400. For information, Travel Services, 622-8193, Boeing desk.

**HAWAII** — Honolulu, 5 nights, from \$480. Maui with car, from \$525.  
**MEXICO** — Mazatlan, 7 nights, from \$463. Puerto Vallarta, from \$519. Cancun, from \$549. Call for rates on Mexican River 3-night cruise and 4-night land packages.  
**CARIBBEAN, JAMAICA** — Ocho Rios, 7 nights, from \$570. San Jose, 4-night cruise, from \$411.20. Bahamas, 5 nights, from \$435. Other options available.  
For information, Satellite Travel, 453-8544.

**SPAIN AND PORTUGAL** — Nov. 13, 13 days, from \$1,630.



## Renton CQI teams put achievements on display

The Renton Division Engineering Department of Boeing Commercial Airplane Group exhibited the achievements of 20 cross-functional CQI teams in two Renton cafeterias in October and November. The teams presented their success stories in a variety of displays, from static and hands-on exhibits to video. Employees

had the opportunity to see the various ways Engineering, Manufacturing, and Manufacturing Research and Development cross-functional teams have reduced flow time, increased customer and supplier satisfaction, improved productivity and provided leadership in the community.

## There's no waiting for health and fitness

Stop by a Boeing Health and Fitness Program location at lunch and you may be exercising by dinner time.

The program offers an opportunity to begin or continue improving health through exercise programs, nutritional counseling, dietary analysis, body-composition analysis, cholesterol education and blood-pressure screenings. Exercise physiologists are avail-

able to assist in setting and achieving personal health goals.

Treadmills, rowing machines, stationary bicycles, stair-climbing machines, cross-country simulators, indoor tracks, aerobics classes, and Nautilus and Life Circuit equipment for weight training are available to members.

Program membership is \$10 per month by payroll deduction. Employees may stop by a pro-

gram location and complete an application or telephone to request that an application be sent to their mail stop.

Health and Fitness Programs are at: Bellevue, 33-04 bldg., M/S 7L-01, 865-5600 (membership limited to on-site employees); Everett, 40-201 bldg., M/S OF-KC, 342-9800; Kent, 7-226 bldg., M/S BL-36, 393-1606; and Oxbow, 9-150 bldg., M/S 4H-57, 655-2003. ■

## DISCOUNTS

**SPRINT OF PUREST SOUND** — Seattle cruise includes lunch or dinner, Broadway show and live band for dancing. 10 percent off ticket price. Call 443-1442 for information.

**PACIFIC SERVICE CENTER** — Save \$3 to \$7 on annual memberships.

**VICTORIA CLIPPER** — 10 percent discount off adult fares for Boeing employees and one guest. Call 448-5000.

**"PETER PAN"** — Nov. 6 through Dec. 27 at Inman Theater. Save up to 38 percent. Call 626-0062 for ticket information.

**SEATTLE THUNDERBOLTS** — Dec. 30th Tacoma. Regular \$10 seats for \$7.

**STARS ON ICE** — 7:30 p.m. Jan. 3 at the Seattle Center Coliseum. Kristi Yamaguchi, Rudy Harnett, Phil Witte, Brian Orser, Scott Hamilton, Kitty and Peter Carruthers, and Erika and Gordon and Sergei Grinkov. Regular \$22.50 and \$35 tickets for \$18.50 and \$31.

**TACOMA ROCKETS HOCKEY** — Regular \$9.50 seats for \$6.50 for general Dec. 29, Jan. 26, Feb. 13, Feb. 27 and March 20, at 7:05 p.m. at the Tacoma Dome.

**SEATTLE SYMPHONY** — Baroque special, 8 p.m. Dec. 14, 7 p.m. Jan. 17 and 8 p.m. May 11 at the Opera House. Receive 15 percent discount off balcony and main-floor seating.

**MUSEUM OF FLIGHT** — Membership through payroll deduction. Discounts from \$2 to \$11 a year. Call the museum, 784-7711, for information or an order form.

**SEATTLE SUPERNOISE** — Regular \$15 tickets available for \$8 for SuperSonic games Jan. 2 with Denver, Jan. 5 with

Golden State, Jan. 15 with the Clippers, March 4 with Charlotte, and April 3 with Atlanta.

**"ENTERTAINMENT '93" DISCOUNT BOOKS** — Books are available for North Puget Sound, \$30; South Puget Sound, \$35; and Greater Seattle, \$40. Books are available over the counter by general deduction or check at the Oxbow, Everett and Kent Activity Centers.

**"CAROLLY"** — Starring Robert Socolar, Jan. 6, 7, 9 and 10 at the Paramount Theater. Regular \$36 tickets are \$23.95.

**ICE CAPADES** — Dec. 10-13 at the Seattle Center Coliseum. Save \$5.

**"THE YOUNG MESSIAH"** — Featuring 40-piece orchestra and 200-voice choir performing Christmas carols, hymns and spirituals along with Handel's "Messiah" oratorio 7:30 p.m. Dec. 12 at the Tacoma Dome. Priority seats are available for \$15.50. Deadline to order is Dec. 7.

**WALT DISNEY'S WORLD ON ICE** — Regular \$12.50 and \$15.50 seats available for \$9.50 and \$7.50, respectively, for performances at 7:30 p.m. Dec. 3 and 4 and noon Dec. 5. Deadline to order is Nov. 25.

Information fliers on above discounts are available in person or by calling the Recreation Activity Center nearest your work location. In Seattle call 655-1941, in Kent call 393-8161, and in Everett call 342-5000.

## This Holiday, Wrap Up a Boeing 747

The Boeing Gift Catalog features airplane models, ceramic mugs, sweatshirts, golf balls, leather bomber jackets, and much more, all carrying the Boeing logo. Get a head start on gifts for the holidays and pick up a catalog at your nearest mail station, lobby or cafeteria. Catalog orders received by December 10 will be delivered by December 20.



## "ATTENTION ALL OUTREACH ELVES: TIME TO TURN IN YOUR TOYS!"

For more information, please call Kathy Campbell at 931-4233. Toys & Gifts is a member of Employees Community Outreach.

## Toys & Gifts

# Time is short for changes in VIP, other benefit plans

Only four days remain in the 1992 open enrollment period for the following benefit plans: the Voluntary Investment Plan, the Dependent Care Expense Account Plan for salaried employees and the Voluntary Personal Accident Plan for salaried employees.

November is generally the only month during the year employees may enroll in these plans or change their current participation. All enrollments and changes made in November are effective Jan. 1, 1993.

### Voluntary Investment Plan (VIP)

The VIP enables employees to invest a percentage of their earnings to take for the future.

### Key features of the plan include:

- Five investment funds into which an employee may invest his or her money.
- Opportunity to contribute from 1 to 12 percent of base earnings in 1-percent increments.
- A company contribution of 50 cents for every dollar an employee contributes, up to 8 percent of his or her base earnings.
- Pre-tax and after-tax contribution options.
- Flexibility to change the in-

vestment allocation of future contributions and transfer money between funds each quarter, effective the first day of the following quarter.

### Dependent Care Expense Account Plan

The Dependent Care Expense Account Plan provides salaried employees the opportunity to pay for qualified day-care expenses with money that is tax-free.

This means employees pay for expenses with money that is taken from their paychecks before federal income and FICA (Social Security) taxes are withheld.

Employees may open an account for a dependent under age 13 or a spouse, parent or child who is unable to care for himself or herself because of a physical or mental disability.

Qualified expenses include licensed day-care centers, preschool tuition, care provided in or outside the home by someone other than another dependent and a housekeeper, maid or cook who provides household services while caring for the qualified dependent.

Employees who participated in the plan during 1992 should have received a re-enrollment packet in

the mail. All current participants must re-enroll to participate in 1993.

### Voluntary Personal Accident Plan

The Voluntary Personal Accident Plan (VPA) for salaried employees provides benefits in the event that an accident causes death or the loss of limbs, eyesight, speech or hearing of an employee or covered family member.

Employees pay the full cost of coverage under this plan through monthly payroll deductions.

To receive information about the VIP employees may contact their local employee benefits office. Or, employees may contact the Corporate VIP Office at 206-662-4000 or the Payroll VIP Office at 206-393-9083 (in the Puget Sound region) or 1-800-553-9809 (outside the Puget Sound region).

To receive information about the Dependent Care Expense Account Plan or the VPA for salaried employees contact the local group insurance office or the Corporate Group Insurance Office at 206-655-2391 (in the Puget Sound region) or 1-800-621-2391 (outside the Puget Sound region). ■



## JOIN BOOKS FOR KIDS AND KOMO, AM 1000 FOR A VERY SPECIAL RADIO BROADCAST

Live from the Fabrication Division cafeteria, Thursday, December 3, 1992, 10 AM to 3 PM, KOMO radio and Books For Kids will join forces to share the magical world of reading with disadvantaged children. You'll hear how you can change a child's life by donating a book, and meet employees that are helping make it happen.

Please participate by listening and sending a new, unwrapped book to Majid Abab at MS 30-PA. For more information, please call 931-2252.

**Books For Kids**

Books For Kids is a member of The Boeing Employees Community Outreach Family.

## TECHNICAL SOCIETIES

- Optical Society of America, Puget Sound Chapter
- "Characterization of High-Power Photoconductive Structures," Aaron Falk, Boeing Defense & Space Group, 7 p.m. Nov. 24, Room 321, University of Washington Electrical Engineering Bldg. For information, Jan Marchant, 625-4002.
- American Institute of Aeronautics and Astronautics, Pacific Northwest Chapter
- "Olympic Bobbed Performance, Recent Developments," Jerry Barr, Flight Research Institute, 8 p.m.

after 7 p.m. dinner Dec. 17 at Rainier Brewery Main Room, Seattle. For social information, Ed Purkins, 244-7057.

Non-members are welcome at technical society meetings and other activities of technical societies must be received by Friday before the Friday of publication and will be printed as space permits. The Boeing News mail stop is 18-39 for in-plant mail. For mail from outside the company, add The Boeing Company, P.O. Box 3707, Seattle, Wash. 98124.

## Boeing Lifeline

Blood donations will be accepted by Boeing Lifeline next week at:

Electronics Center, 8 to 11 a.m. Tuesday, Nov. 24, 7-81-2 bldg., parking area, southwest side.

Everett, Bomarc site, Wednesday, Nov. 25, canceled; Everett, 8 a.m. to 2 p.m.

Wednesday, Nov. 25, basement, northeast corner of 40-51 bldg.; Everett, 10:30 to 11 a.m. Tuesday, Nov. 24, parking area between 7-119 and 7-120 bldgs.; Harbour Pointe, 12:30 to 3 p.m. Tuesday, Nov. 24, parking area on west side of 41-01 bldg.; Kent Benaroya, 10 a.m. to 4 p.m. Tuesday, Nov. 24, 7-48-05 bldg., col. F-6;

Lynnwood Material, 9 a.m. to 3 p.m. Tuesday, Nov. 24, 7-363 bldg., cafeteria;

Washington Technical Center and Blackriver Corporate Park, 9 a.m. to 3 p.m. Wednesday, Nov. 25, 7-223 bldg., training rooms 3 and 4.

## VIP loan rates

Interest rates for Voluntary Investment Plan loans are 7.35 percent in November and 8.00 percent in December.

The rates apply to completed loan applications received during these months and remain in effect for the terms of the loans. They are comparable with interest rates charged on similar commercial loans.

For information, telephone the Boeing Employee Information Line, (206) 662-3744, ext. 1006.

## Employee deaths reported

The Boeing Company offers condolences to the families and friends of the following employees whose deaths were reported recently:

DAVID F. BRUNER died Nov. 6. He was a Storekeeper C in T-5300. His service date was Dec. 17, 1981.

MICHAEL J. DUNDON, a Boeing employee since Feb. 25, 1987, died Nov. 5. He was a buyer in G-1300.

ROBERT M. WAMSLEY, a senior specialist engineer in 2-H820, died Nov. 11. His service date was Feb. 15, 1986.

## Nov. 16 IAM job openings listed

Employees with the seniority dates (SenDate) indicated have been selected for promotion to the IAM job opening (JobNo.) at the work location (WLoc) listed below as of the promotional clearing date (ClrDate) shown. Any questions concerning the Nov. 16, 1992, promotional listing should be directed to shop stewards or union business representatives.

Orgn. WLoc JobNo. Shift SenDate ClrDate  
A-3710 A 70108 2 02-26-86 11-04  
A-3710 A 70108 2 04-11-88 11-04  
A-3710 A 70108 2 07-21-88 11-04  
A-3710 A 70108 2 08-14-87 11-04  
A-3710 A 70108 2 02-27-89 11-04  
A-3710 A 70110 2 06-14-79 11-04  
A-3710 A 70110 2 11-15-79 11-04  
A-3710 A 70110 2 04-18-80 11-04  
A-3710 A 70110 2 06-30-86 11-04  
A-3750 S 70109 1 01-31-79 11-10  
A-3750 A 70108 2 06-26-78 11-04  
A-3750 A 70108 2 09-13-85 11-04  
A-8150 A 88809 2 05-02-89 11-13  
R-6604 R 53509 1 09-28-83 10-12  
U-3721 E 70108 2 06-08-87 11-05  
U-3721 E 70108 1 08-02-88 11-05  
U-3721 E 70110 1 05-21-79 11-05  
U-3621 D 70108 2 03-05-87 11-05  
A-9370 S 80508 1 05-10-85 10-22

## Join the December Smokebusters

Give your body a present this holiday: break free from the smoking habit. The five 1-hour sessions, designed to help you stop smoking, are from December 1 through December 16. Spouses and immediate family members are welcome. Class times and locations are as follows:

- Kent**  
Bldg 18-26, Room 21B10  
4:30 to 5:30 p.m.  
Dec 1, 3, 8, 10, 15
- Oxbow**  
Bldg 9-150, Room 201  
4:30 to 5:30 p.m.  
Dec 1, 3, 8, 10, 15
- Renton**  
Bldg 10-100, Conf Room 11P1  
5:00 to 6:00 p.m.  
Dec 1, 3, 8, 10, 15
- Auburn**  
Bldg 17-239, Room 118  
4:00 to 5:30 p.m.  
Dec 2, 7, 9, 14, 16
- Everett**  
Bldg 40-83, Col 16M1  
Conf Room  
4:00 to 5:30 p.m.  
Dec 1, 3, 8, 10, 15

Clip and mail to: SMOKEBUSTERS, MS OY-75

Your name \_\_\_\_\_  
Name of non-Boeing participant \_\_\_\_\_  
Mail stop \_\_\_\_\_ Phone \_\_\_\_\_  
Location of class requested \_\_\_\_\_ Time \_\_\_\_\_

## Unit-value changes for October

October unit-value changes for Voluntary Investment Plan funds and the Financial Security Plan are shown below. The table compares values for the beginning of November 1992, the beginning of October 1992 and the end of December 1991. It also gives percentages of change for October and for the year through October.

	Fund Values			Change (%)	
	1 Nov 92	1 Oct 92	31 Dec 91	Oct	Yr thru Oct
Fund A	\$4.107546	\$4.153641	\$3.862108	(1.11)	6.36
Fund B	\$8.274424	\$8.240254	\$7.989540	0.41	3.57
Fund C	\$9.161123	\$8.894642	\$9.369837	1.97	(2.22)
Fund D	\$3.092441	\$3.666445	\$3.444470	0.71	7.20
Fund E	\$0.922735	\$0.946242	\$1.208816	(2.01)	(23.29)
FSP	\$6.870049	\$6.872603	\$6.546315	(0.04)	4.95







# Global competitors line up for new CIS market

by Cheryl Addams  
for Boeing Commercial Airplane Group

(This is the second of a two-part series on the aircraft market in the 15 new republics that once made up the Soviet Union. This part focuses on the global competition Boeing is up against and some of the steps the company is taking to develop business relationships in the republics.)

The Boeing Company has recently entered one of the most challenging aircraft markets it has faced in 76 years: the 15 new independent republics that once made up the Soviet Union.

It's a market with great potential—one where an estimated 1,300 jetliners with a value of about \$72 billion may be purchased over the next 10 to 12 years.

To sell modern, efficient jetliners to the many emerging airlines in the 11 states that make up the Commonwealth of Independent States (CIS) and to airlines in the republics of Georgia, Estonia, Latvia and Lithuania, Boeing will have to compete against other airplane manufacturers.

Initially the challengers will be its traditional rivals in Europe and the United States, but eventually the company also will have to vie for orders with aircraft manufacturers in the CIS.

"We've never had to deal with a new market situation where they're already making airplanes—families of airplanes that could be our competitors," said Larry Warfield, senior manager for the CIS and Eastern Europe, Boeing Commercial Airplane Group Material.

## Competitors in the CIS

The CIS has four major design bureaus, each with commercial aircraft families. Tupolev, Ilyushin

and Yakovlev are based in the Russian Federation. Antonov is Ukrainian. The airplanes they design are actually built at separate manufacturing complexes.

Historically, airplanes produced in the CIS have not had the fuel efficiency and the avionics to compete seriously with Western-made aircraft. Some aviation experts believe it will be years before they have the technology and financing to be a serious threat. Others think it may not be that long.

Aviastar, a Russian aircraft manufacturing company located 500 miles east of Moscow, is already building Tupolev's 200-passenger, twin-engine Tu-204—equipped with British-made Rolls-Royce engines and Western-made avionics. The aircraft, which Aviastar says will compete with the 737, is marketed by Brevia, a new British-Russian joint venture. Brevia partners include Aviastar, Tupolev, and Robert Flening and Co., a London-based merchant bank.

As owner of the most modern aviation factory in Russia and manufacturer of airplanes it claims are 20- to 25-percent less expensive than Western-built competitors, Aviastar is now seeking the business know-how it needs to penetrate Western markets. The company recently hired Price Waterhouse, a Western international management consulting agency, to help build its business.

Aggressive product development seems to be part of Aviastar's strategy. In October, Tass, the Russian news service, reported the manufacturer is looking at developing a 750-passenger jetliner and expects the giant aircraft's test flight to take place as early as 1998.

Boeing, McDonnell Douglas and Airbus are conducting studies looking at the feasibility of similar superjets. None of the companies has announced a firm schedule.

Tupolev is not alone in fitting its aircraft with Western-made engines. Ilyushin is working with Pratt & Whitney to put engines on the new, wide-body IL-96M. General Electric is talking with Ilyushin about new engines for the IL-114 turboprop, a domestic regional transport.

Western-made avionics also may make their way onto Ilyushin aircraft in the future. Rockwell Collins is working to place systems on the new IL-96M and Allied Signal on the IL-62 and IL-114. Not to be left out, Yakovlev is seeking Western partners to help develop the Yak-141 fighter.

## Western rivals vie for market

The westward-looking CIS air-

craft designers and manufacturers are not the only potential Boeing competitors in the region.

McDonnell Douglas has an active sales campaign under way in the CIS and is advertising heavily in the aviation press there.

Airbus is making an even stronger attempt to obtain a foothold in the market and has had some success. It recently delivered five A310s to Russian International Airlines, an international division of Aeroflot formed to provide commercial flights between Moscow and the Far East.

The European consortium also is taking steps to work with the CIS aviation industry on coopera-

## Being a player may mean collaboration

Boeing is taking serious steps toward industrial collaboration in the republics of the former Soviet Union.

"There is a big, potential market, and to be a player in that market, in all probability you are going to have to be involved in the industry there," said Larry Clarkson, Boeing Corporate vice president for Planning and International Development.

"We have a choice of collaboration or competition," Clarkson said.

"What we're trying to pursue with them is collaboration."

## Collaboration in Russia

Following that direction, Boeing this past summer announced plans to investigate establishing a technical research center near Moscow.

"The Russians have a solid reputation for their technical expertise in aerospace matters," said Ben Cosgrove, Boeing Commercial Airplane Group senior vice president for Technology and Government Affairs.

If established, the center would study ways to use Russian technology to improve Boeing jetliners. In the center, Russian scientists and engineers would work together with Boeing engineers from the United States.

Boeing also is meeting with aviation-related industries in the region to talk about sharing technologies and materials so that all parties benefit.

This year, the company announced completion of a cooperative test program with the Central

Aerohydrodynamics Institute (commonly referred to as "TsAGI") in the Moscow suburb of Zhukovskiy. The program includes an evaluation of TsAGI's T-128 transonic wind tunnel performance capabilities.

The evaluation was done to certify that the tunnel test results could meet Boeing specifications so that the company might be able to use it in the future.

Boeing also is exploring possible collaboration with Russian manufacturers on parts fabrication, said Larry Warfield, senior manager for the Commonwealth of Independent States and Eastern Europe, Boeing Commercial Airplane Group Material.

"We recently conducted technical surveys at the Voronezh Factory, the Samara and Hydromesh landing gear factories, the Salsda Metallurgical Laboratory and several other factories," Warfield said.

"The first step is to certify the manufacturers to Boeing standards, so they could make parts for our airplanes," he said.

Warfield said Boeing also is looking at what metals and alloys the CIS is using and exploring the possible use of these materials in Boeing products.

"The whole idea behind this is to help each other and our customers," he said.

"We'd work together to obtain the best parts and services for our aircraft."

"Every alliance we form in the CIS has to be with the same criteria as the ones we have in the rest of the world. They'll be long-term relationships that help us deliver what our customers need: better, more flexible, more affordable, more reliable airplanes."

## 747 fuse pin inspections urged

Boeing has asked airline customers to conduct additional inspections of 747 engine struts.

"These expanded inspections are a way to ensure the continued integrity of the fleet," said Jim Johnson, vice president and general manager of the Boeing Commercial Airplane Group, Everett Division, which produces 747s.

"A month ago, we asked operators to conduct limited inspections of 747s," he said. "We've reviewed the results of those initial inspections with our customers and the Federal Aviation Administration and decided that additional inspections should be conducted as a precautionary measure."

Initially, airlines were asked to check for cracks and corrosion in the fuse pins that attach engine struts to the wings of 747s.

"During the first round of inspections, we found very few cases of cracked fuse pins. All those pins have been replaced," Johnson said. "However, on approximately 20 percent of the pins inspected, we found enough corrosion to warrant their replacement."

"Since corrosion eventually can lead to cracking, we think it's prudent to take a closer look at the fleet," Johnson added. "This will prevent cracks before they occur and ensure the continued integrity of the 747 fleet."

Boeing has prepared a service bulletin that will instruct airlines to do the following:

■ Within 30 days, conduct visual and ultrasonic inspections of the other side of those fuse pins that already have been inspected.

Previously, customers were asked to inspect only one side of selected pins that have been in service for more than 5,000 landings.

■ Within 60 days, conduct visual and ultrasonic inspections of outboard-strut midspan fuse pins that have accumulated 3,000 landings or have been in service for more than three years.

■ Within 90 days, conduct visual and ultrasonic inspections of outboard-strut midspan fuse pins that have accumulated 3,000 landings or have been in service for more than three years.

■ Conduct ultrasonic inspections of the midspan fittings, which along with the fuse pins are used to connect engine struts to the wings.

■ Replace all old-style fuse pins with new pins. Old-style pins were produced up until 1980; however, the vast majority already have been removed from the fleet.

Boeing's new recommendations, which will affect more than 700 airplanes, will apply to 747s powered by General Electric, Pratt & Whitney and Rolls-Royce engines. Besides calling for additional inspections, Boeing also is conducting test flights to obtain more detailed information about the forces applied to engine struts during every phase of flight.

That data, combined with information gathered during the next round of inspections, will be used to determine what additional actions may be necessary, Johnson noted. ■

## Boeing lectures at Cheng-Kung honor Wang Tsu of B&W fame



WANG TSU

during the company's 75th anniversary last year.

Wang Tsu worked with William Boeing and George Conrad Westervelt in 1916 to establish Pacific Aircraft Machinery and Materials, which became The Boeing Company. Later in his career Wang Tsu taught at Cheng-Kung.

Robert Kulian, lead engineer for the High Speed Civil Transport Aerodynamics Configuration Group in Boeing Commercial Airplane Group, is presenting the first lecture today in the 10-part series continuing through Nov. 25 at the Institute of Aeronautics and Astro-

nautics, National Cheng-Kung University.

A second lecture series will be scheduled in the future at Cheng-Kung.

The lecture series is based on an overview of how Boeing selects, designs, develops and manufactures new commercial aircraft with a focus on the HSCT.

The first lecture introduces the history of commercial transport airplane development, operations and economics. Subsequent lectures will cover the steps required to develop safe, environmentally acceptable and economically viable high-speed civil transport.

Technical issues to be discussed include overall HSCT configuration synthesis, aerodynamic and structural materials considerations, airplane systems requirements and manufacturing aspects of the final product.

The lecture series also will cover issues and concepts of HSCT technology and overall airplane design and manufacturing processes practiced in the international marketplace today.

After the lecture series is completed, Kulian will present the keynote speech at the National Conference on Aeronautics and Astronautics in Cheng-Kung Nov. 26.

Steven Holt, acting supervisor of the Stress Methods Group, also will be a lecturer for the intensive one week "course." He currently researches, develops and disseminates stress analysis methods to structures engineers at Boeing Commercial Airplane Group. ■



# 15 scientists, engineers to get Boeing fellowships

**F**ifteen of the company's top scientists and engineers have been selected to join the Technical Fellowship of The Boeing Company. All have been named Associate Technical Fellows. They will receive special recognition at a ceremony in Seattle Jan. 22.

Joining the Fellowship are:

**Boeing Defense & Space Group**  
Robert W. Byington ..... 2-1607  
Jerry M. Carter ..... 9-5563  
Bruce E. Clingan ..... 2-2673  
Walter L. Curtis ..... 1-1878  
Robert K. MacGregor ..... 2-4043  
Derek E. McBrinn ..... 9-1290  
**Boeing Commercial Airplane Group**  
Christopher J. Borland ..... B-113B  
Wan T. Chee ..... B-NSOT  
James P. Crowder ..... B-126B  
Robert A. Currutt ..... B-E13U  
Keith A. Evans ..... B-Y15P  
James H. Huentelman ..... B-PAIT  
Dennis P. Sar ..... A-2625  
Jeffrey R. Summit ..... G-76T  
Timothy Wang ..... B-16AU

Established in 1990, the Technical Fellowship of The Boeing Company provides an opportunity to

recognize and reward outstanding employees in scientific and engineering disciplines who pursue a technical career path in both Engineering and Operations organizations.

The first step on this path is becoming a senior principal engineer or scientist (Grade 20). Grade 20s have the option to continue to devote their time and talents to the company's technical needs rather than move into management.

## OBJECTIVE: Technical excellence.

In this way Boeing maintains a skilled, active core of outstanding engineers and scientists, while the top achievers among them have the opportunity to progress through the Fellowship program.

Those selected from the pool of Grade 20s to become Associate Fellows have distinguished themselves as valued contributors, recognized by industry peers as experts in their respective fields.

The criteria for the Associate Fel-

lows further requires that they "demonstrate judgment, competence and incisive reasoning; generate unique concepts based on original thinking and foresight; use innovative reasoning to attack difficult problems of major importance to The Boeing Company, its customers or outside agencies; and exhibit an ability to shape long-range growth or development philosophies, goals and strategies."

The next progression in the Fellowship career path is Technical Fellow, which has additional demanding criteria for eligibility. No new Technical Fellows are being added to the Fellowship in 1993.

The selection process begins each year in the spring with nominations submitted from the division level.

The candidates are reviewed by the current Technical Fellows, and their recommendations are sent back to the divisions for concurrence.

Finalists are sent to the Corporate senior vice presidents of Operations and Engineering and Technology for approval. ■

# NASA gives contract to Grumman/Boeing

Boeing Computer Support Services, as a subcontractor to Grumman Technical Services, recently was selected by NASA to operate the Johnson Space Center - Information Systems Contract.

The five-year Grumman contract, valued at more than \$300 million, is intended to integrate information services now being performed under seven separate contracts.

Grumman will have overall responsibility for non-mission-related data processing, networking and telecommunications operations at the Johnson facility in Houston. This includes installation, maintenance and operation of mainframe com-

puters, institutional and local area networks, minicomputers, workstations, personal computers and terminals, as well as software development and maintenance.

The team also will support development and maintenance of many current administrative, payroll, management, human resources and business operations systems now in use at the Space Center.

At the NASA-Johnson Space Center, the Information Services group will provide primary support in network services, telecommunications, and workstation installation and maintenance. ■

# SHEA's Jack Potter to retire

Jack Potter, Boeing Corporate vice president for Safety, Health & Environmental Affairs, will retire Jan. 1.

John Johnson, now director of Boeing Defense & Space Group Facilities, will become director of SHEA jointly with Potter effective Nov. 30.

Both Potter and Johnson will report to Deane Cruze, Corporate senior vice president for Operations.

Succeeding Johnson will be Myril Schultz, who will report to John Schmit, Boeing Defense & Space Group senior vice president for Operations. ■

## 737s for Australian Airlines

Three 737-400s have been added to Australian Airlines' announced order list, Boeing Commercial Airplane Group confirmed Nov. 18.

The airline said that two of the airplanes, valued at about \$70 million, are the 50th and 51st to be purchased by Australian since its first Boeing order, a 727-100 trijet, 30 years ago. In addition, a third 737-400 not previously announced, valued at about \$55 million, was added to the list.

"Our decision to commit to these additional aircraft reflects our satisfaction with the 737, which is very cost-effective and very popular with our passengers," said John Schapp, chief executive, Australian Airlines. Australian Airlines was acquired by Qantas Airways Ltd. two months ago. The merged government carrier is in the process of being privatized.

## Check guidelines about accepting gifts

Around the holiday season, Boeing employees might receive invitations to parties or seminars held to announce new products by suppliers to the company.

Door prizes or other items might be offered to attendees.

Nancy Higgins, Corporate director of Ethics Policy, said Implementation Instruction 11C1-5 for Business Conduct Policy 11C1 sets

forth guidelines for accepting such business courtesies. The instruction is explained on Page 47 of Business Conduct Policy & Guidelines.

Higgins said employees should review the Implementation Instruction before accepting an invitation to a supplier's open house, and prior to accepting a gift or discount from a supplier. The guidelines suggest that management approval

should be sought before attending such open houses, she said.

"If the supplier offers an inexpensive gift, such as a calendar, pen or coffee mug, it can be accepted," Higgins said. "Items of appreciable value, such as a 90-percent discount on a product sold by the supplier, should be declined unless the offer is part of a companywide approved program." ■

# Visit to Vietnam Veterans Memorial has new meaning

by Steve Copley  
Boeing News, Seattle

**J**ohn Black has made several trips to the Vietnam Veterans Memorial, but this one was different.

One difference was the magnitude of the Nov. 6-11 ceremonies honoring the 10th anniversary of the memorial. During those six days, 100,000 veterans and their families visited the site in Washington, D.C., he said.

Black, director of World Class Company Studies for Boeing Commercial Airplane Group in Renton, knows well the agony of Vietnam. A former Army officer who served in the Mekong Delta, he has set his feelings about the Vietnam war to music (Boeing News, July 2).

As part of the anniversary ceremonies he was asked to sing a selection from his album "Vietnam Farewell," called "The Women on the Wall."

The Boeing Company supported his trip, he said.

"Each time you go to the memorial you have a better understanding of what happened," Black said after his return from the ceremonies. "This has become a holy ground. I really began to understand what this feeling is in my gut. This was a time of grieving and healing." More than 25 million people have

passed by the 58,183 names etched into the black granite slabs at the Vietnam Veterans Memorial.

Black was present during part of the ceremony when volunteers read the names on the wall as part of the anniversary ceremonies. It took three days for the volunteers to finish.

Black reflected on the names of the eight Army and Air Force nurses killed in Vietnam, women he had paid tribute to in his song, "Women on the Wall."

After the concert he visited the memorial wall and touched their names. "I felt real close to them," he said. He also visited the names of two Army buddies killed in Vietnam.

It's common for visitors to the memorial to place a piece of paper on a name and rub it with a marker. Transferred to the paper, they become keepsakes.

"I had never made any rubbings before," Black said, pulling the names of Leonard G. Marcum and Hardy W. Peoples from a file folder. Marcum was fatally wounded in June of 1967 while serving in the Mekong Delta, but died from his injuries in Japan with his wife at his side.

Peoples, an Army Ranger who, like Black, served as an adviser to the South Vietnamese army, died when his jeep was blown apart by a mine.

The Vietnam experience is becoming an international one, according to Black. Gen. Ruslan Aushev, a senior Russian military officer and a contingent of fellow

officers participated in the Vietnam memorial ceremonies.

To Black, the Russians represented a paradox.

"I spent eight years in an infantry

battalion in Germany," Black said. "Our job was to get ready to defend West Germany against the forces of what was then the Soviet Union, the 'Evil Empire.'"

But this was a different time and place. In the shadow of the Vietnam Veterans Memorial, Aushev and Black found they had something in common. The nations of both men had suffered through military stalemates.

It is important that the lessons of Vietnam and Afghanistan be remembered, according to Black.

"We are going to make the same mistakes in the future unless we study the history of our involvement in Vietnam," he said. "Vietnam will never surrender to some statute of limitation. It inevitably will trail into history, but not until it is rethought and relived through countless tears until its final passing."

Now, Black said, the Russians are going to send him their music on Afghanistan. Someday an album may be published featuring the songs of veterans from both wars, he said.

For those searching for answers there is a common theme, according to Black.

"Who did I leave behind," he asked in one of his songs.

"So many faces that I still can see, "Faces without names, "Memories still alive to me." ■



Boeing employee John Black kneels to read some of the 58,183 names on the Vietnam Veterans Memorial in Washington, D.C., while attending the 10th anniversary of the memorial.

— photo by Melissa Laitsch